

Comparisons of Job Characteristics

Focus Occupation: [Compensation and Benefits Managers \(11-3041\)](#)

Associated Occupation: [Compensation, Benefits, and Job Analysis Specialists \(13-1072\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 98

Focus Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Personnel and Human Resources	5.6	19.1	20.8	0	Current knowledge level may be sufficient
English Language	11.2	15.4	13.9	<	Expanded education and/or training may be required
Mathematics	9.2	12.4	14.8	>	Current knowledge level is likely sufficient
Administration and Management	8.4	12.2	15.2	>	Current knowledge level is likely sufficient
Law and Government	5.9	9.4	10.2	0	Current knowledge level may be sufficient
Economics and Accounting	4.4	7.5	9.4	>	Current knowledge level is likely sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 91

Focus Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Active Listening	11.0	14.2	13.0	0	Current skill level may be sufficient
Critical Thinking	10.8	13.8	12.9	0	Current skill level may be sufficient
Systems Analysis	6.5	11.0	10.5	0	Current skill level may be sufficient
Operations Analysis	5.0	10.6	8.6	<	A higher skill level may be required
Mathematics	6.2	9.5	8.2	<	A higher skill level may be required
Systems Evaluation	6.4	9.5	10.3	0	Current skill level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 96			
Focus Occupation: Compensation and Benefits Managers (11-3041) Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	13.3	14.2	0	Current ability level may be sufficient
Oral Expression	12.4	13.0	13.6	0	Current ability level may be sufficient
Written Comprehension	11.0	13.0	13.9	0	Current ability level may be sufficient
Deductive Reasoning	10.6	12.6	10.2	<	Some improvement in abilities may be required
Near Vision	11.1	11.7	10.2	<	Some improvement in abilities may be required
Problem Sensitivity	11.1	11.6	11.0	0	Current ability level may be sufficient
Written Expression	9.8	11.5	13.6	>	Current ability level is likely sufficient
Speech Clarity	10.2	11.1	11.2	0	Current ability level may be sufficient
Category Flexibility	9.0	10.6	7.9	<<	Extensive improvement in abilities may be required
Mathematical Reasoning	6.3	9.7	9.6	0	Current ability level may be sufficient
Number Facility	6.3	9.7	10.1	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 93
Focus Occupation: Compensation and Benefits Managers (11-3041) Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)		
Work Activities	Exclusivity of Activity	
Advise department managers in personnel matters	89	
Advise management or labor union officials on labor relation issues	89	
Analyze data to identify personnel problems	89	
Categorize occupational, educational, or employment information	92	
Conduct research on work-related topics	44	
Evaluate personnel benefits policies	92	
Implement employee compensation plans	92	
Negotiate labor agreements	92	
Obtain information from individuals	24	
Resolve personnel problems or grievances	68	
Resolve worker or management conflicts	89	
Use government regulations	44	

Use interviewing procedures	23
Use knowledge of employee classification system	92
Write employee orientation or training materials	80

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 84

Focus Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation: Compensation, Benefits, and Job Analysis Specialists (13-1072)

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computers	1
Content authoring and editing software	1
Content management software	6
Data management and query software	1
Duplicating machines	6
Finance accounting and enterprise resource planning ERP software	2
Information exchange software	1
Media storage devices	21
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.